



Federal Ministry for  
Family Affairs, Senior Citizens,  
Women and Youth

# Strategies to overcome the Gender Pay Gap in Germany

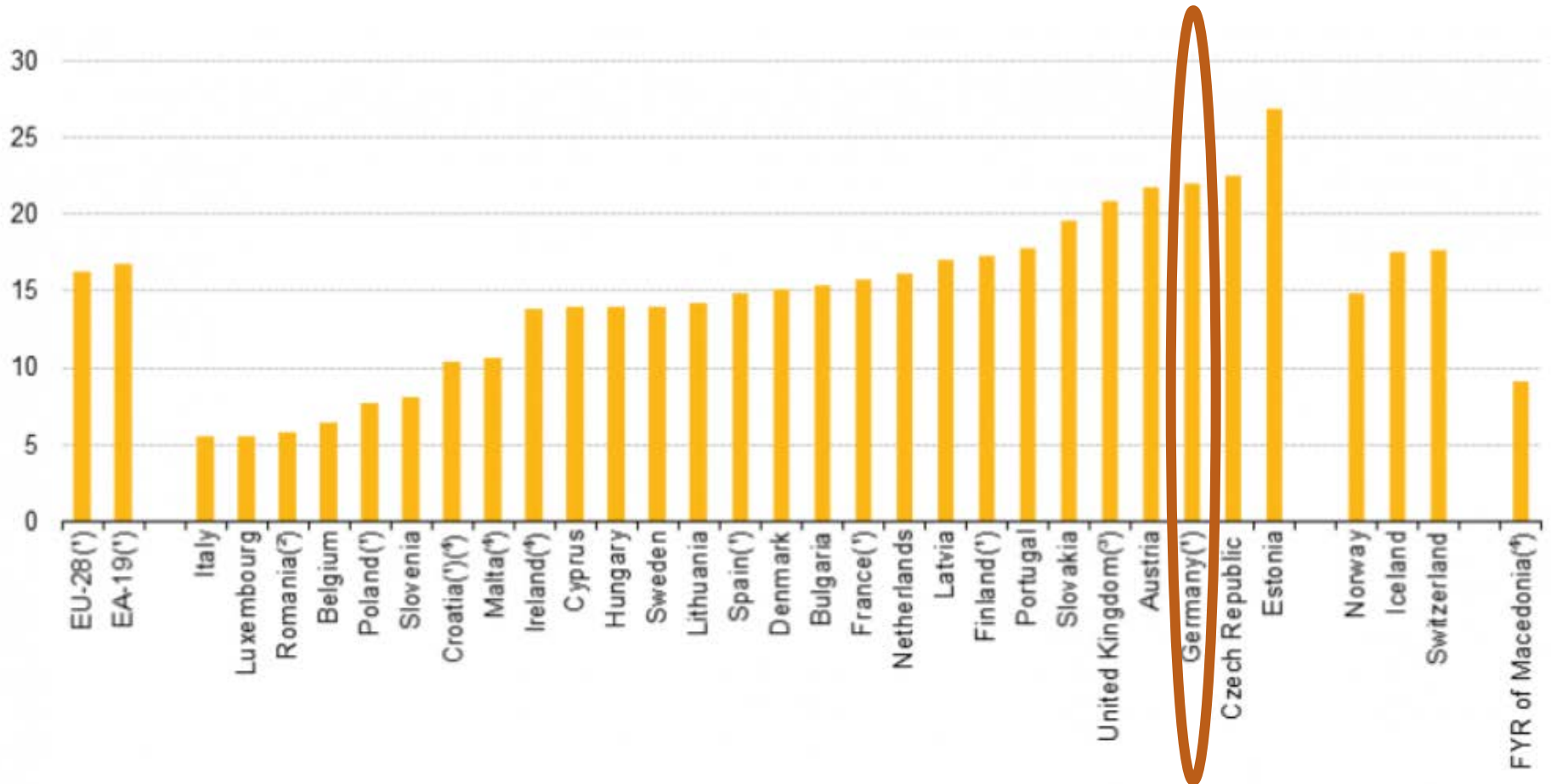
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Citizens, Women and Youth of Germany

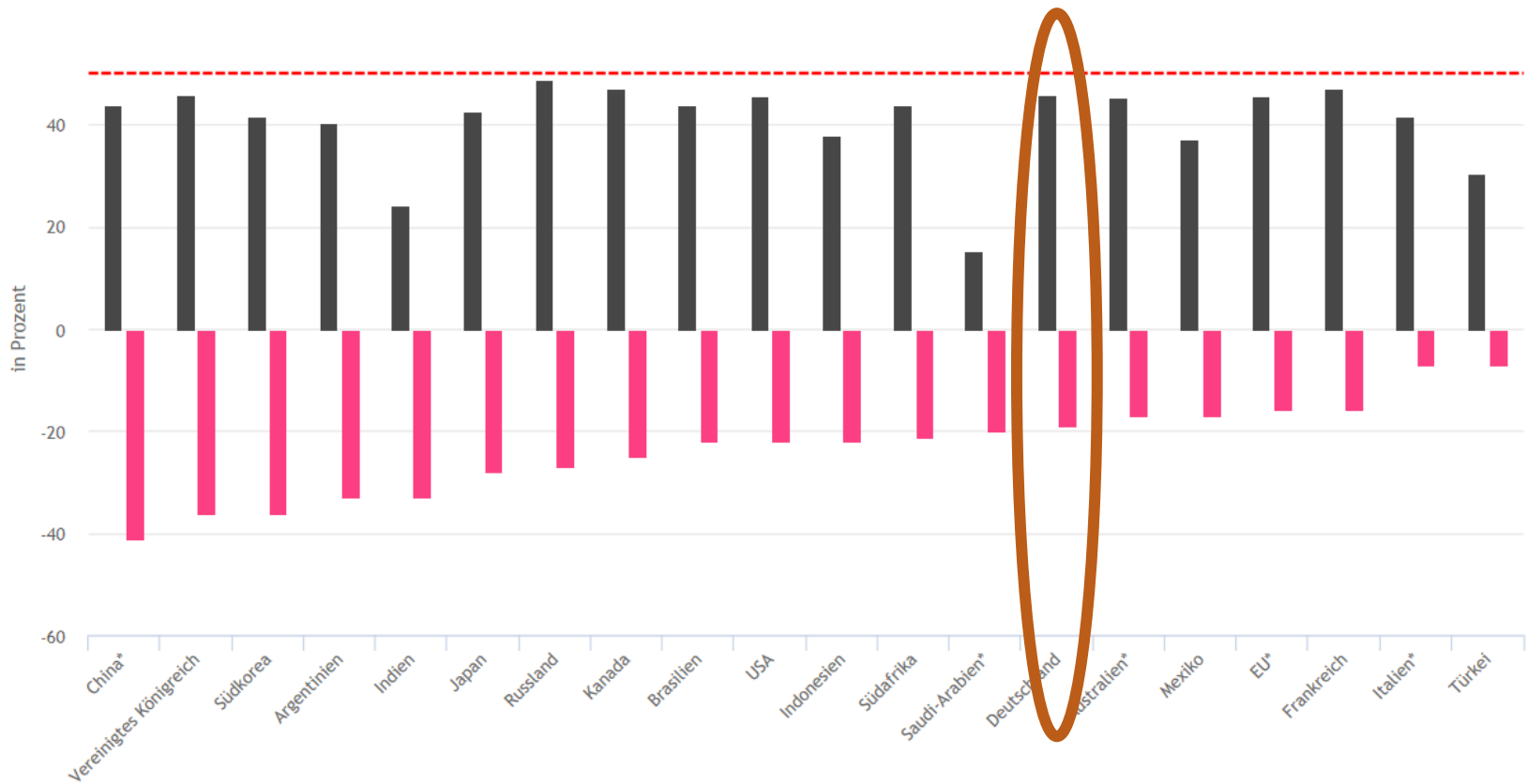


## Gender Pay Gap in 2015 - EU -



Source: Eurostat Statistics 2015

# Gender Pay Gap in 2015 - G20 -



 **Gender Pay Gap**

 **Female participation rate in the overall labour force**

Source gender pay gap: ILO (2008-2015); source participation rate: World Bank (2014)



## Reasons for the 21 % Gender Pay Gap

**Limited career and studies choices**

**Small corporations without collective bargaining agreements**

**Career interruptions**

**Part-time employment**

**Less career opportunities**

**6 % Inexplicable rest**

## Limited career and studies choices



### Skilled labour:



Geriatric nurse 14,23 €/h



Bricklayer 15,62 €/h

### Academic professions:



Specialist for internal  
medicine 35,04 €/h



Engineer (metallurgy)  
41,44€/h

## Limited career and studies choices

### First achievements and to do's:

Action Days

 Girls' Day  
Mädchen-Zukunftstag

 Jungen-Zukunftstag  
Boys' Day

STEM  
Initiatives

 komm  
mach MINT

Reform of  
caring  
professions

Appreciation  
of the social  
professions

Elimination  
of tuitions

Collective  
bargaining  
agreements



## Small Corporations with little or no collective bargaining

**First achievements and to do's:**

**Legal  
minimum  
wage**

**Options for  
more  
collective  
bargaining**

**Adjustment  
of minimum  
wage**

**Strengthening  
trade unions**



## Career interruptions and part-time employment

### First achievements and to do's:

#### Legal right for childcare

- More flexible opening hours
- All-day schooling

#### Parental Allowance (Plus)

- Family working time

#### Family-friendly working hours

- Leading positions in part-time
- Legal right to return to former work schedule





## Women in leadership

### First achievements and to do's:

**Quota law for  
more women  
in leadership  
positions**

**Cultural  
change in  
companies**

**Strengthening  
the quota law**

**Gender  
equality act  
for the private  
sector**

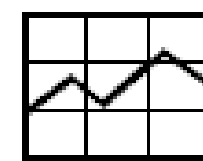


# Pay Discrimination – Lack of Transparency

## Pay Transparency Law



**Individual disclosure right to request pay information**



**Company-intern evaluations**



**Obligation to report on equality of pay**



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**Thank you for your attention!**